

UNDER THE BRIDGE

The “new” face of addiction

*Chemical Dependency is estimated to cost U.S. employers \$276 billion a year. Three-fourths, or 76 percent, of people with a drug or alcohol problem **are currently employed.***



Substance Abuse and Mental Health Services Administration (SAMHSA)



The “ New” Addict

□ High Accountable Professional (HAP)

10-15%



“ I believe that we are solely responsible for our choices, and we have to accept the consequences of every deed, word, and thought throughout our lifetime “



The Employer

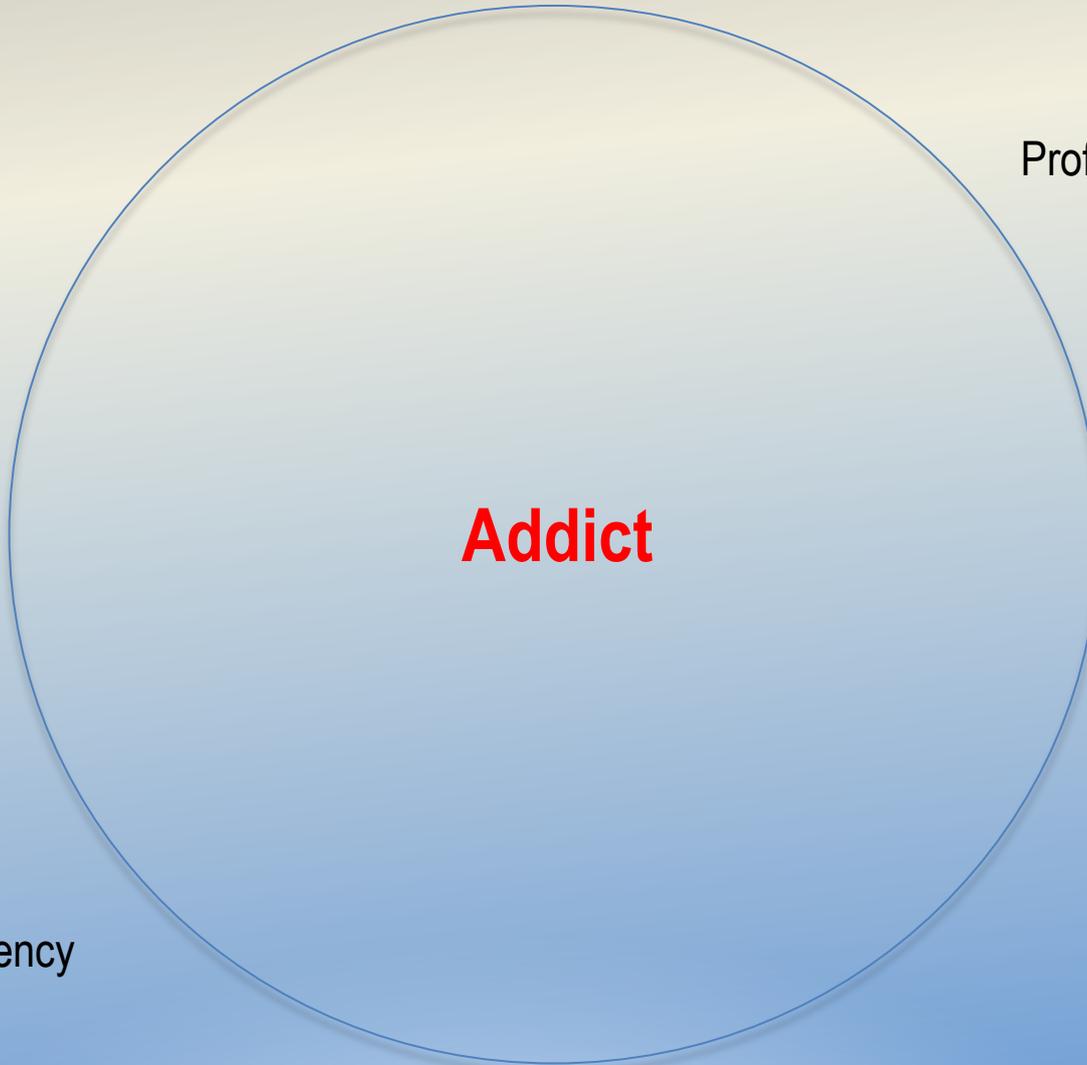
Diagnosis and
Treatment

Professional licensing
Agency

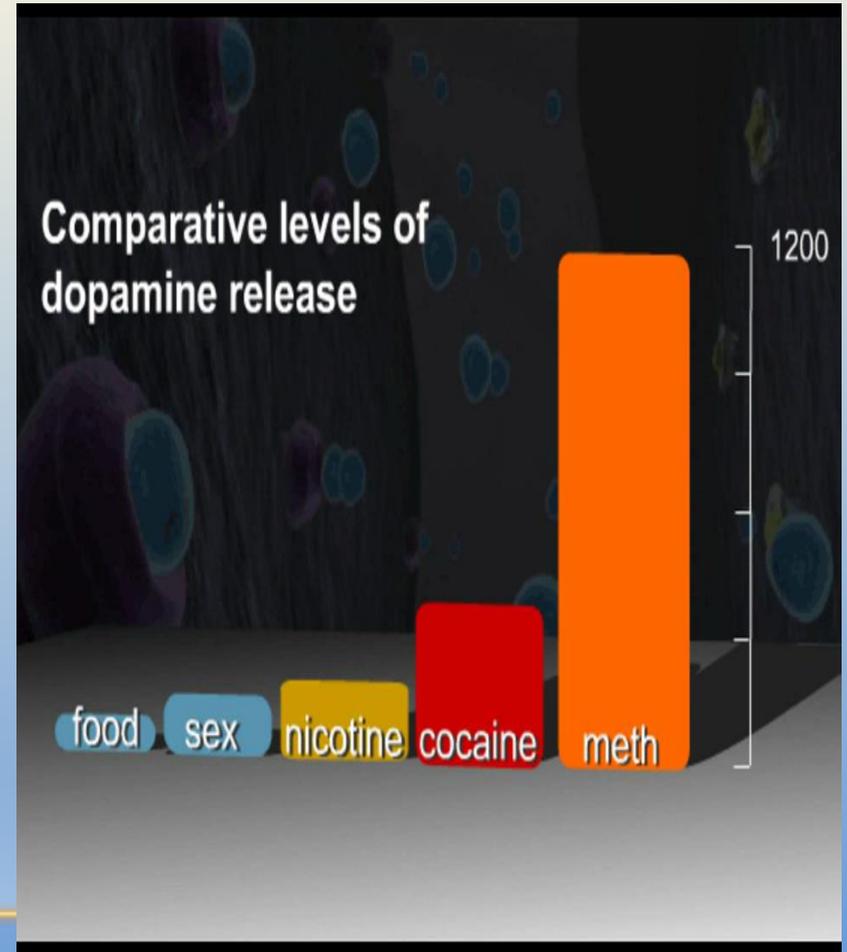
Addict

Monitoring Agency

Law enforcement



“TO DEFEAT YOUR ENEMY, YOU MUST KNOW YOUR ENEMY” –SUN TZU



ADDICTION **FACTS**

- 1) Addiction is a **PRIMARY** disease
- 2) Addiction is **PROGRESSIVE** if untreated
- 3) Addiction is **CHRONIC**
- 4) Addiction is ultimately **FATAL**



“ Although the initial act of ingestion or participation of use is voluntary, cessation of the habit **is not** ”



The Employer



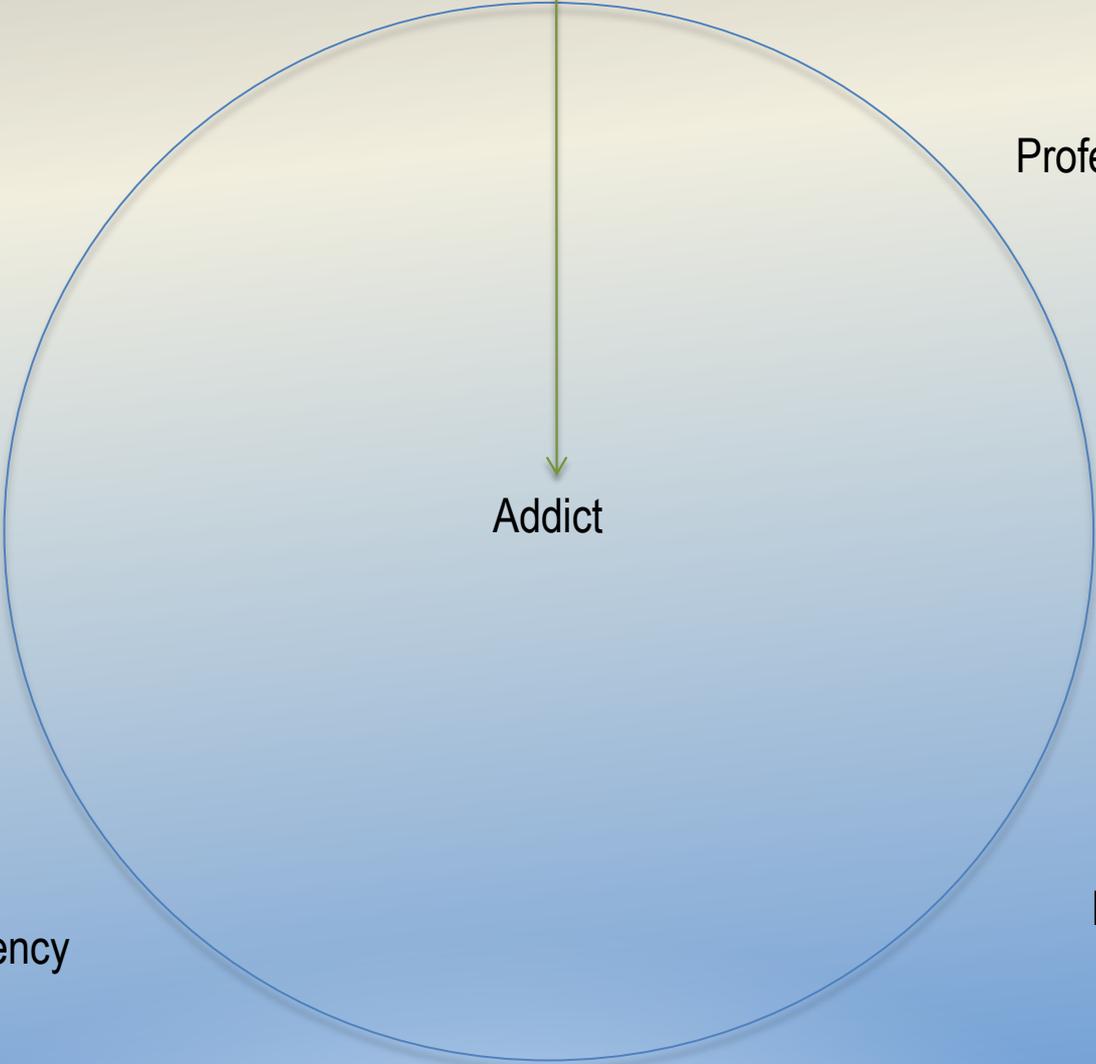
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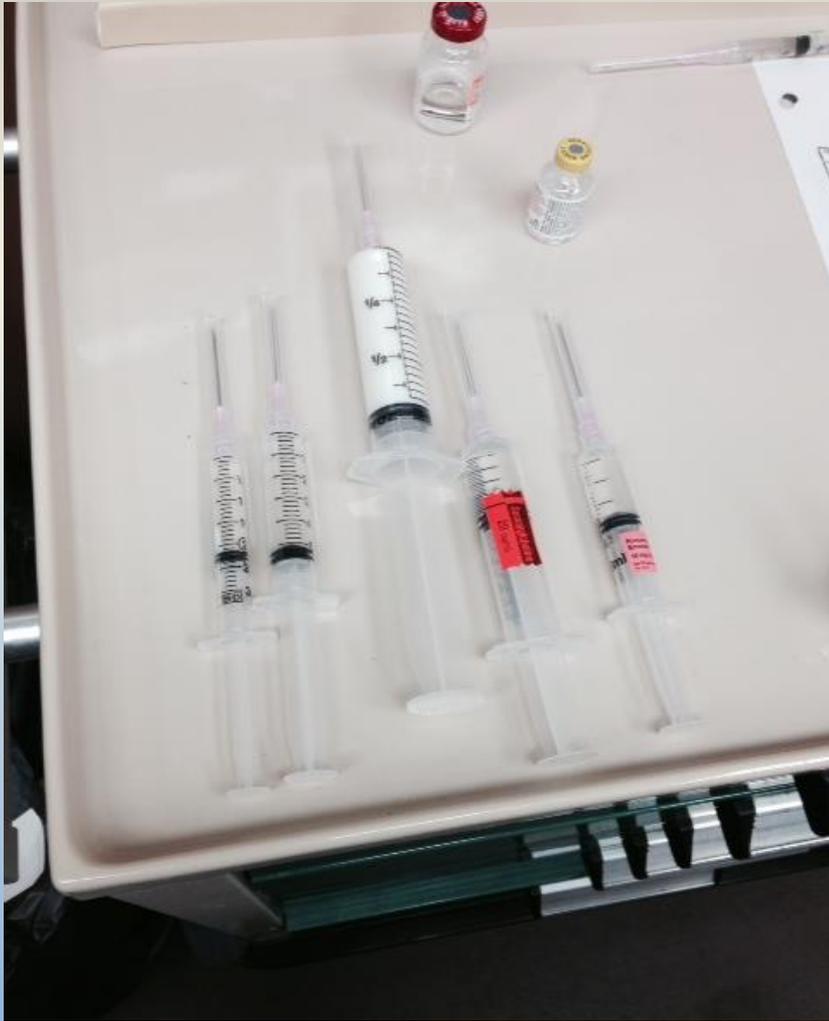
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The Employer



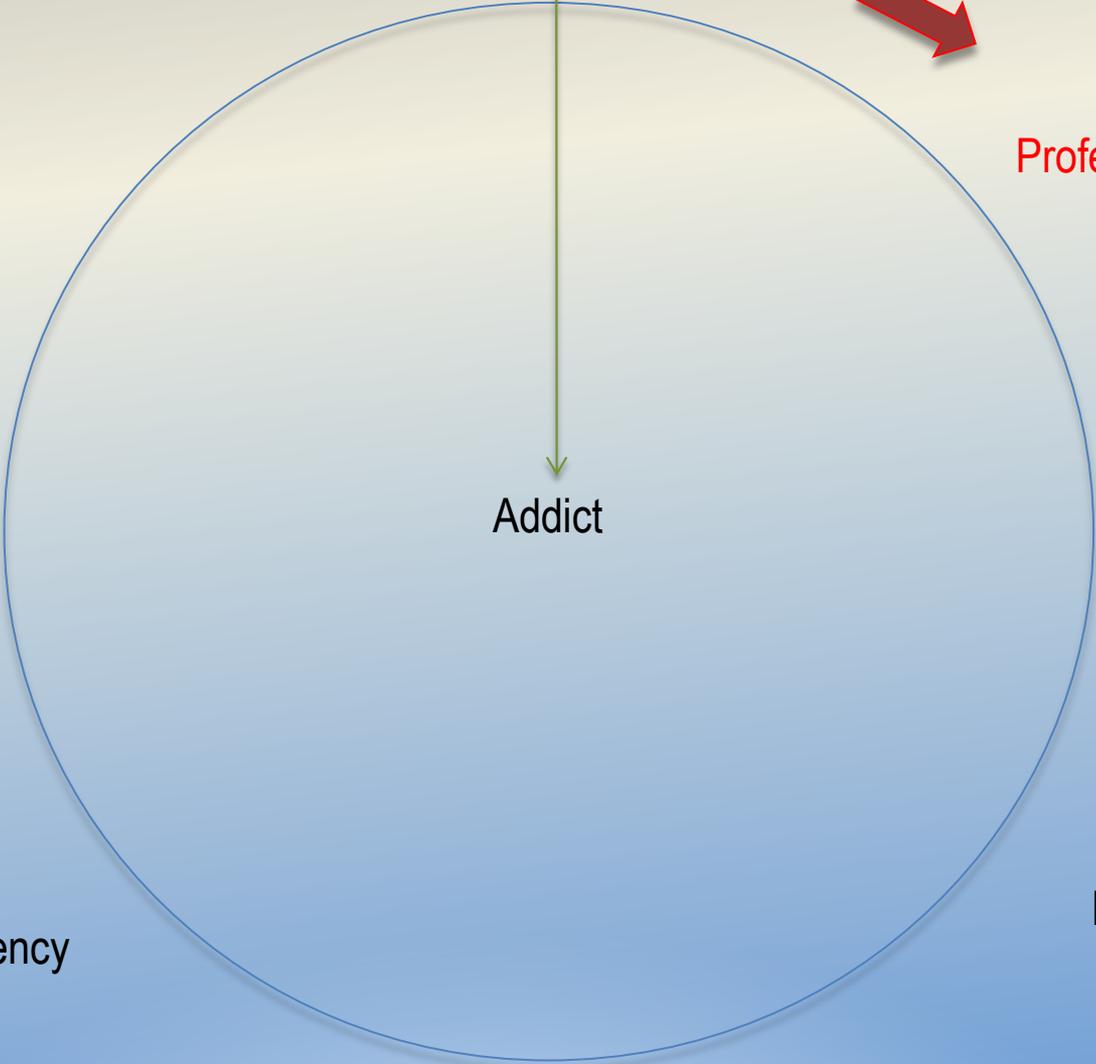
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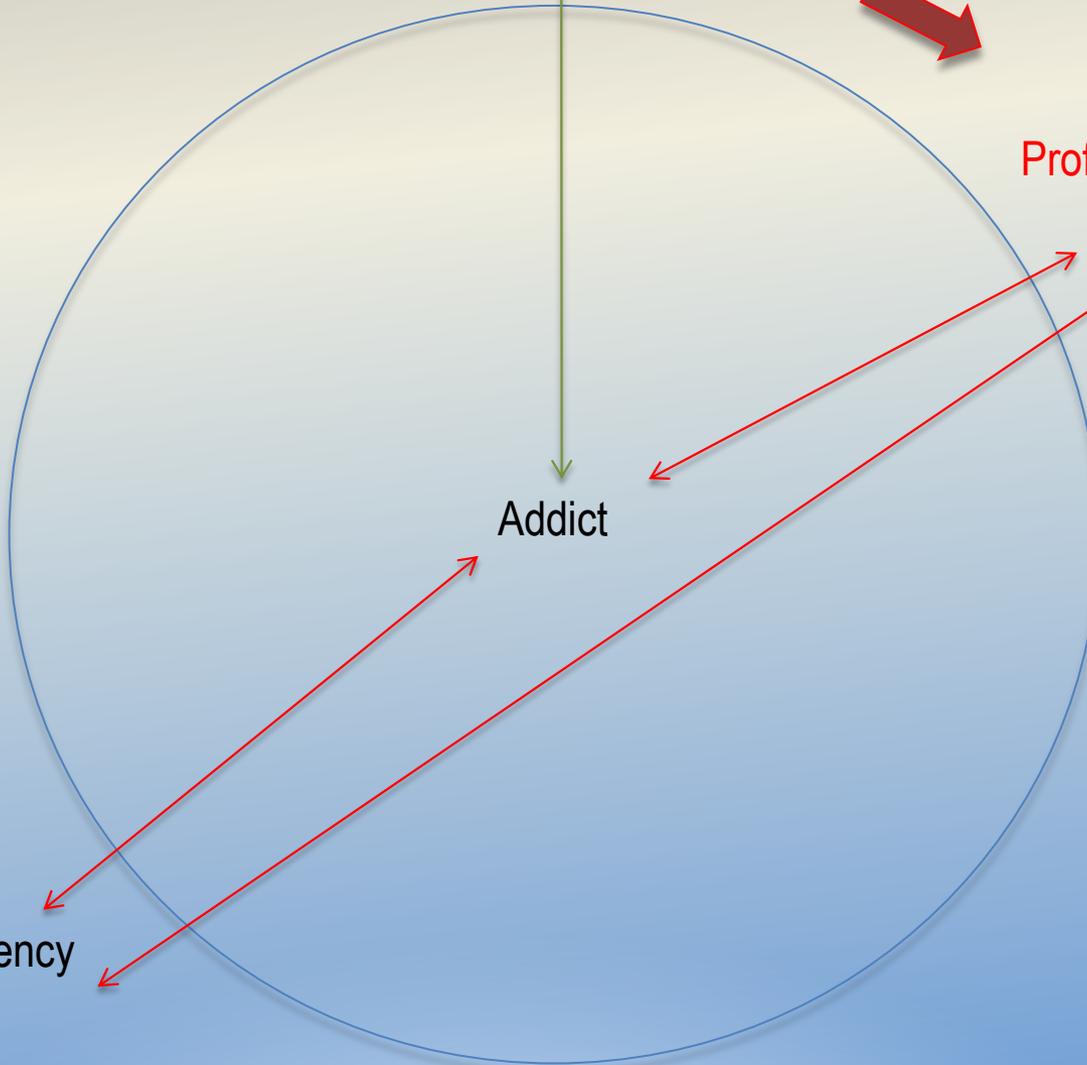


The Employer



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History of the Urinalysis

Dilution



Creatinine

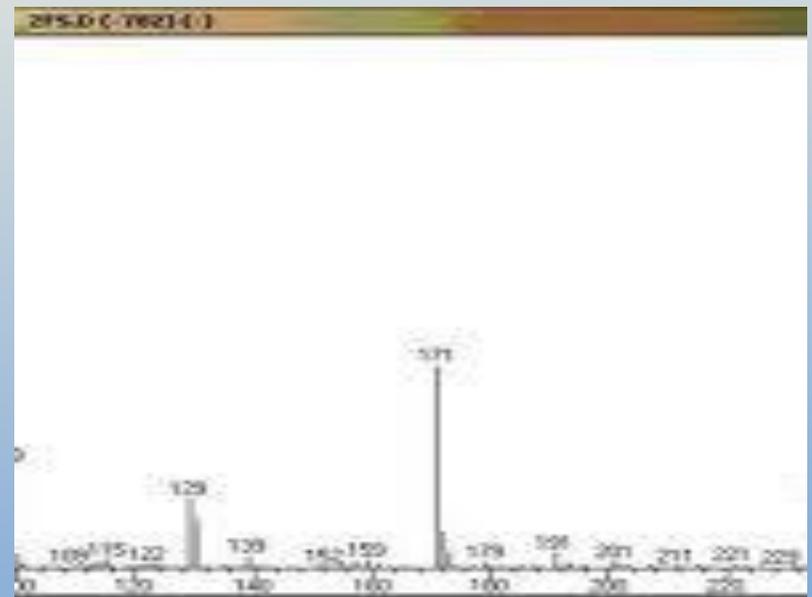
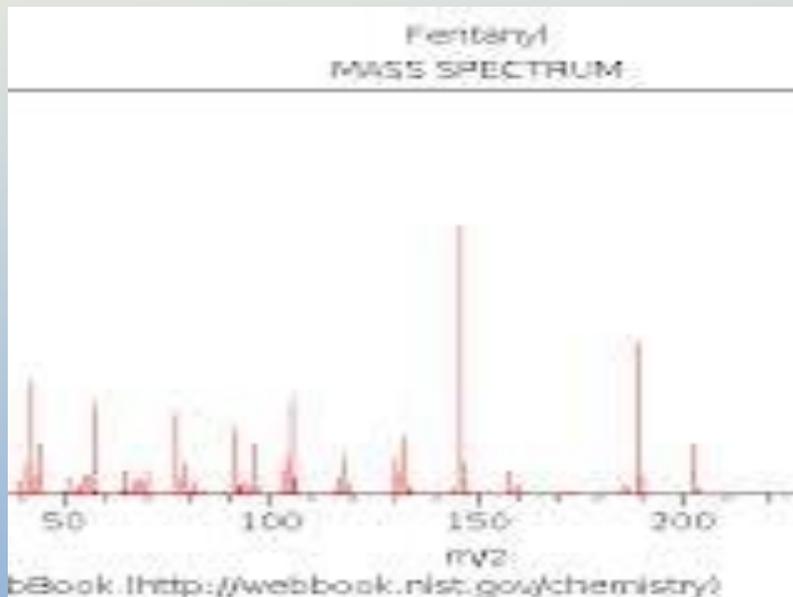
Synthetics

Foreign
Substances



Tampering

MASS SPECTROMETRY



The Employer

Diagnosis and Treatment

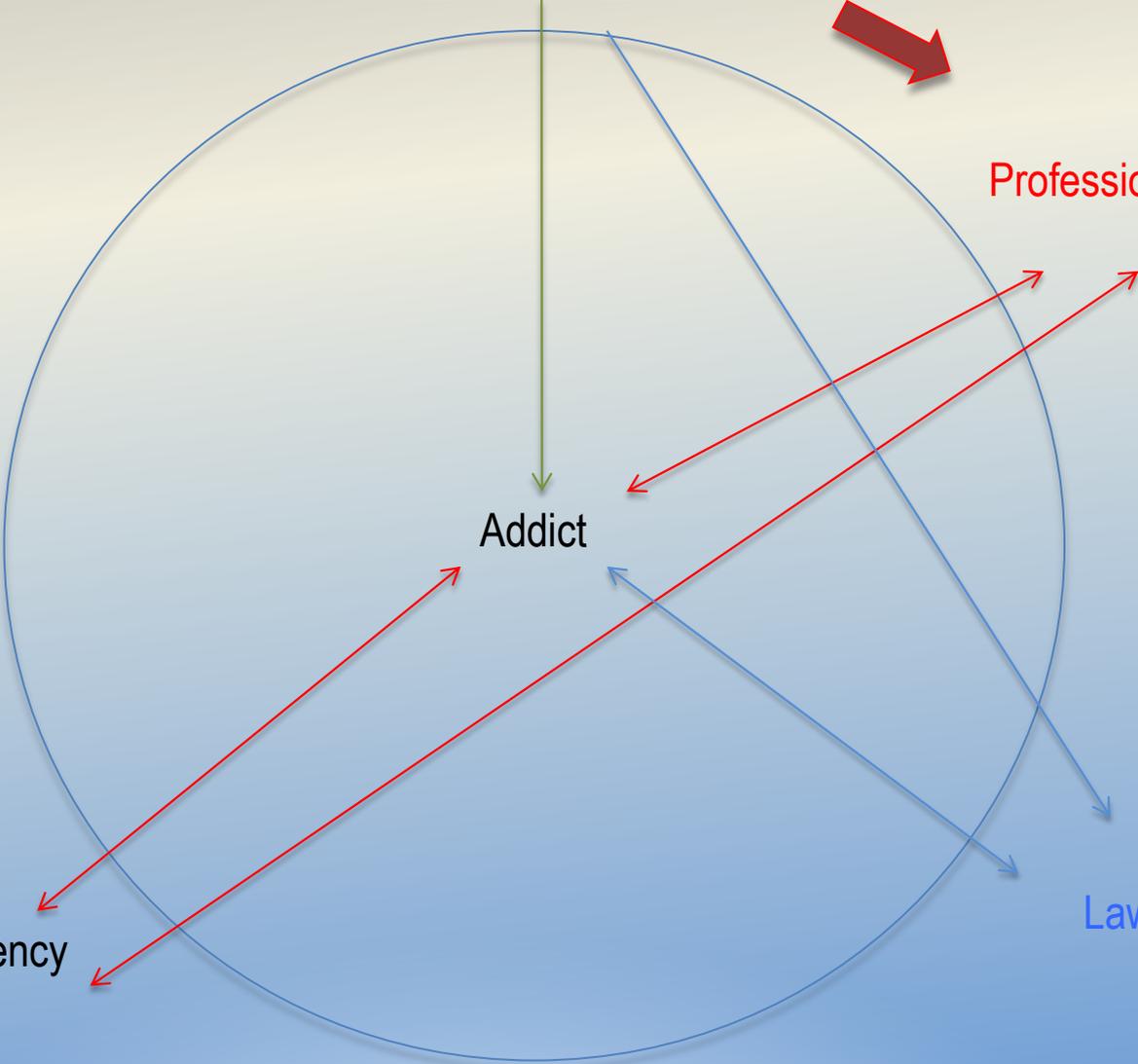
Professional licensing Agency

Addict



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The Employer

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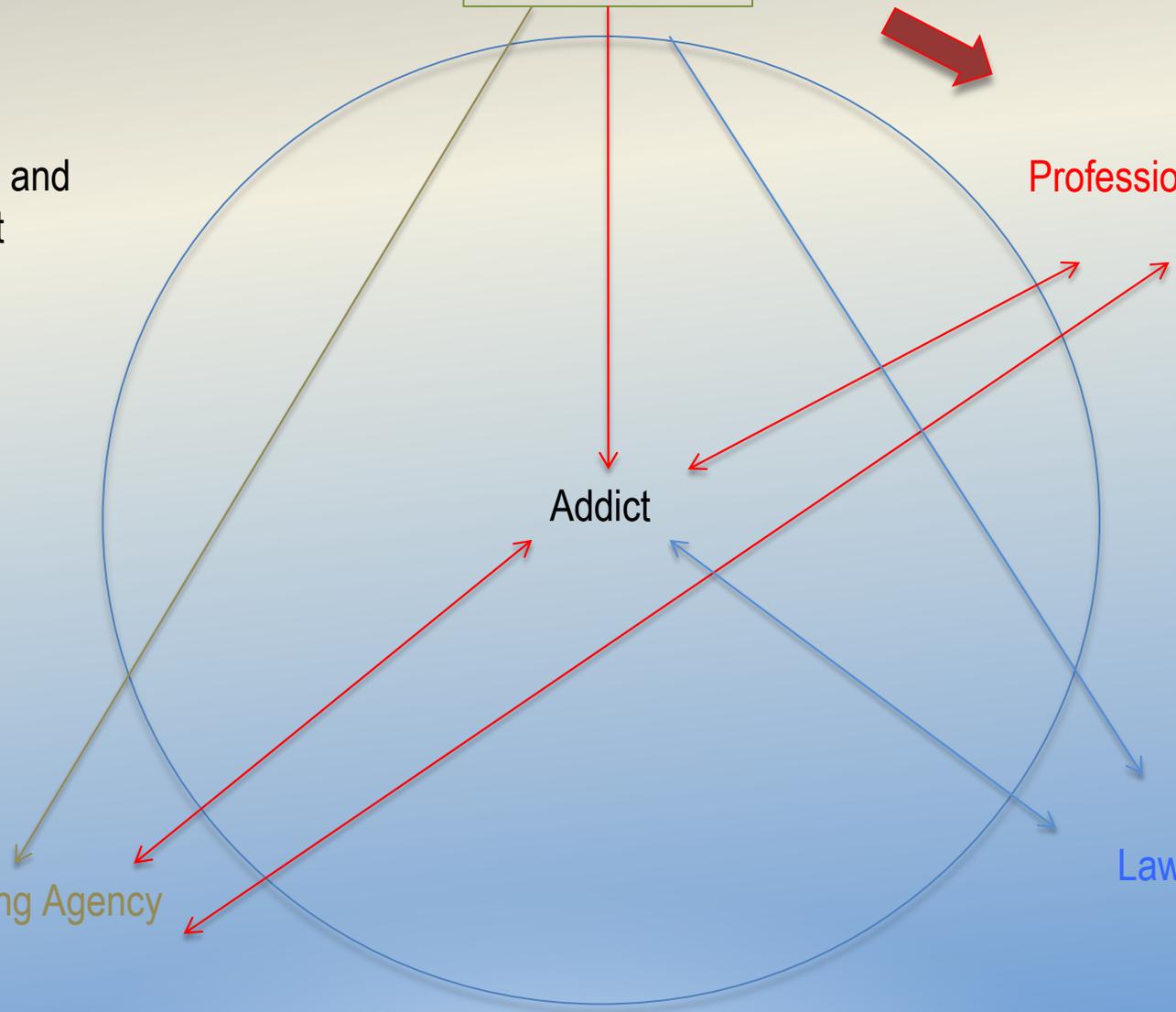
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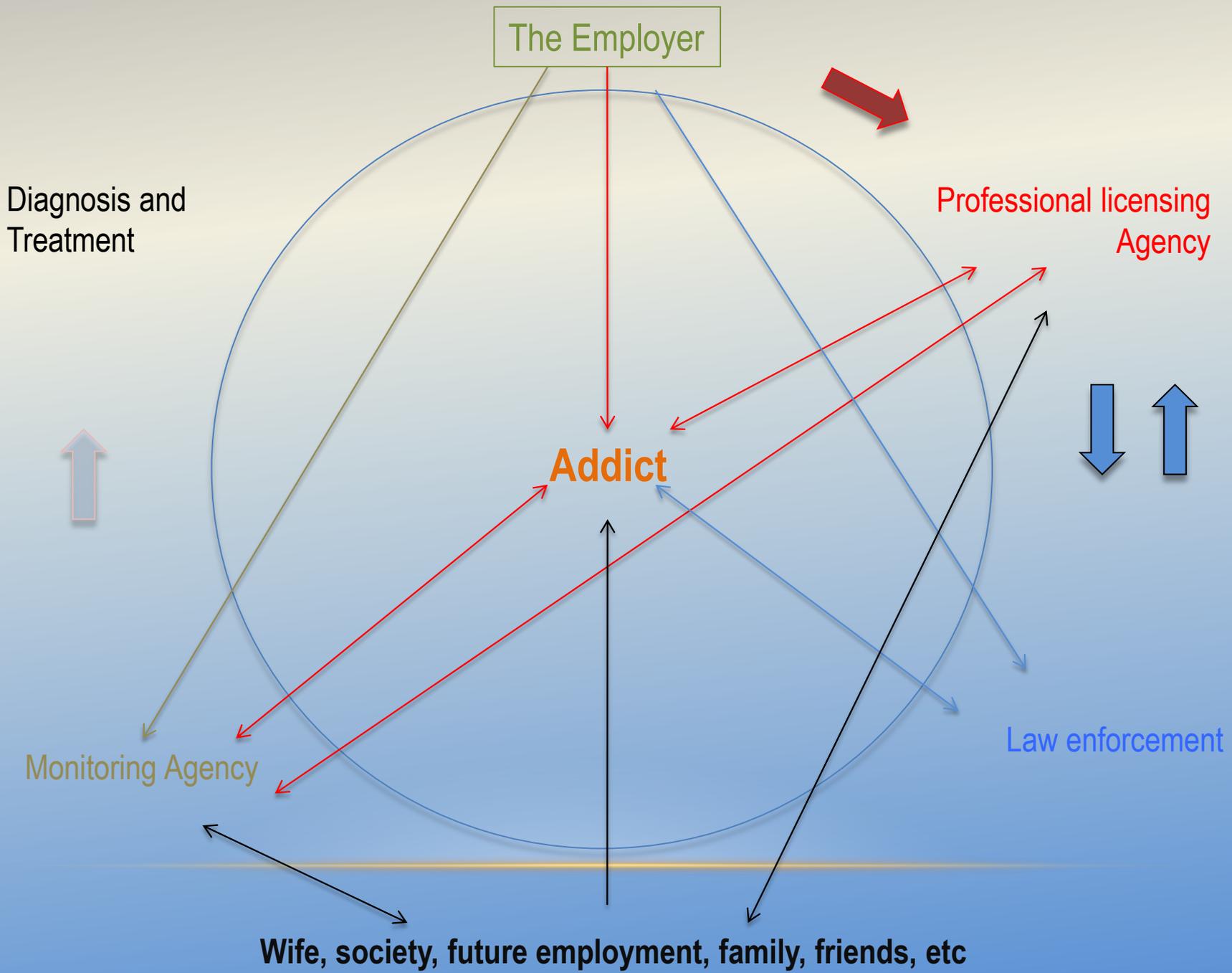
Addict



Law enforcement

Monitoring Agency





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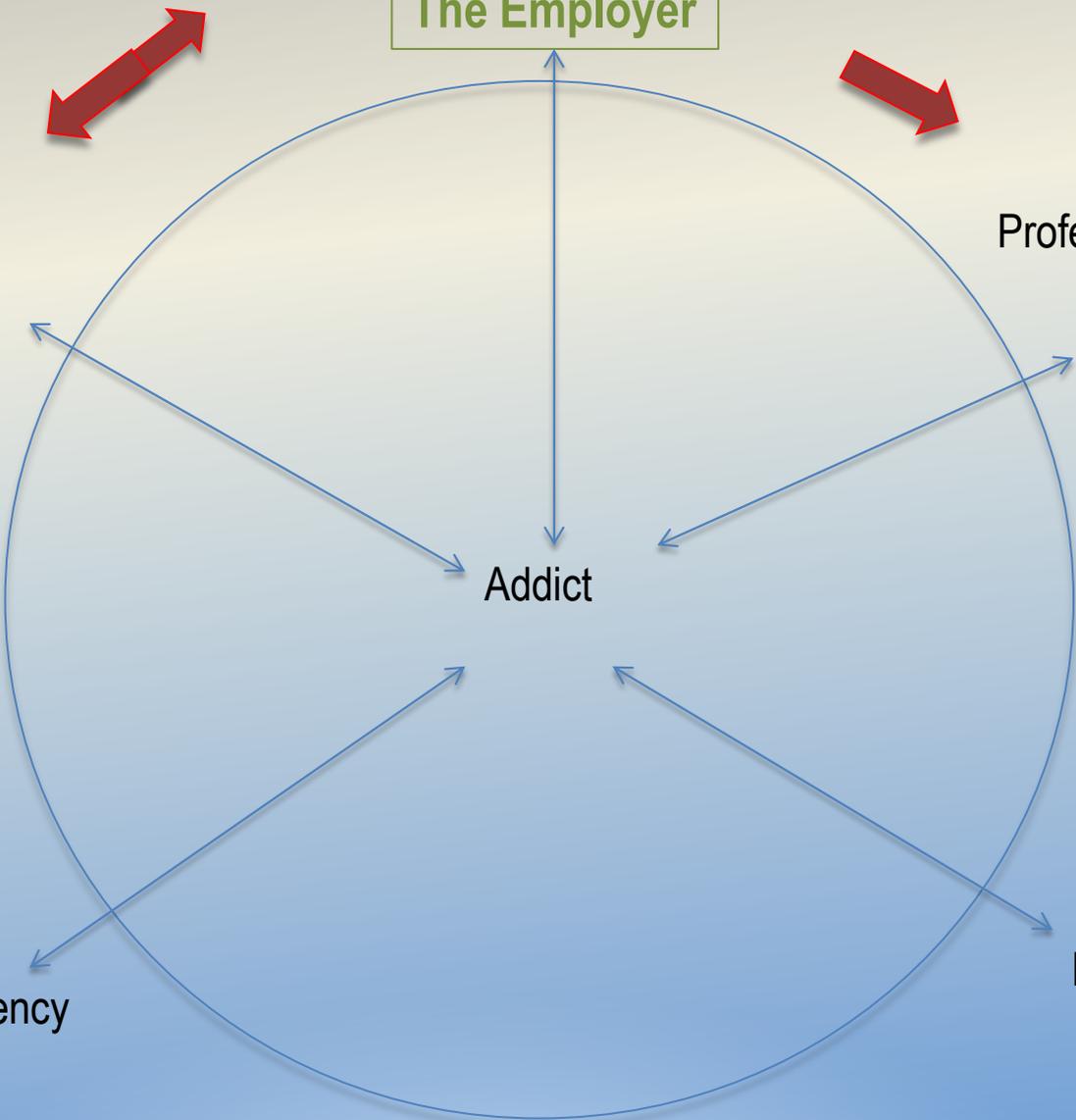
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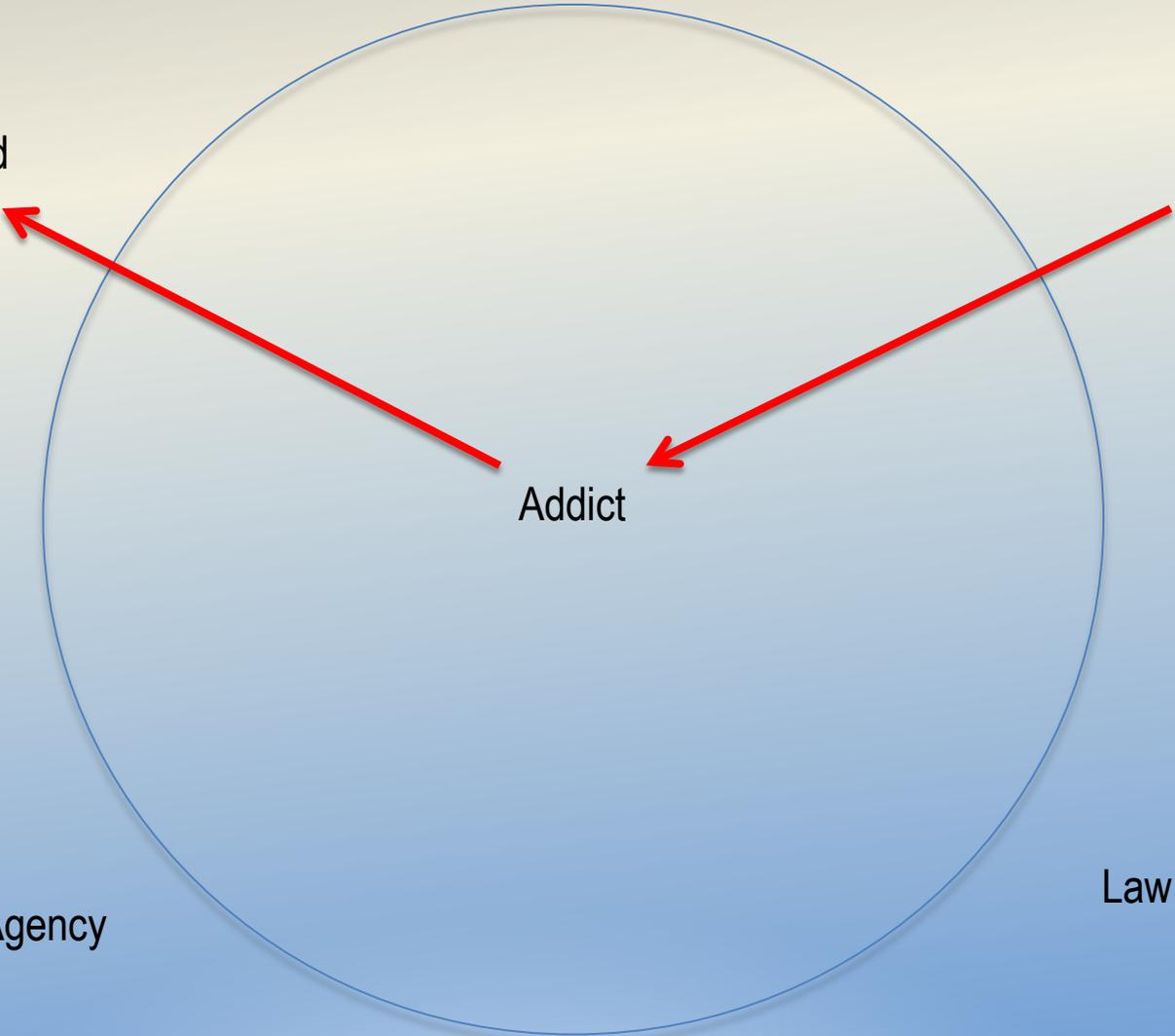
Diagnosis and Treatment

ISMA

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THE NUMBERS

- **15%** of the general population is currently or will be addicted to drugs or alcohol in their life time.
- Addicted Health Care Professionals will relapse:
 - 80% of the time with NO treatment
 - 45% with Monitoring only
 - **15% of the time within 1 year**
 - 10% of the time within 3 years
 - 5% of the time within 5 years



What now?

Prevention

Early Intervention

Damage Control, not Damage
Aversion

Is it going to make a difference?

